

## *The Living Wage Commission*

The Miami-Dade County Living Wage Commission consists of appointees from each of the thirteen County Commissioners and two appointees from the Mayor. The Living Wage Commission is responsible for reviewing the effectiveness of the Living Wage Ordinance, reviewing certifications submitted by covered employers to the County, reviewing complaints filed by employees, and making recommendations to the County Mayor and the County Commission regarding those matters. The meetings are open to the public and are held monthly at the Department of Business Development, Stephen P. Clark Center, 19th Floor, Main Conference Room.

### **Miami-Dade County Living Wage Commission**

Thomas K. Pinder, Ph. D., Chairperson  
District 2

Annette E. Masdeu-Vergara  
District 5

Gail Puntervold  
District 6

Santiago G. Leon, J.D.  
District 7

Arthur Rosenberg, Esq.  
District 8

Craig B. Allen  
District 9

Gary Waters  
District 13

Edith Owens  
Mayoral Appointee

## *Establishment of the Living Wage Ordinance*

In recognition of its responsibility to set a community standard that permits full-time workers to live above the poverty line, the County Commission enacted the Living Wage Ordinance. The County, through this ordinance, sets an example by providing a Living Wage to County employees and requires Living Wages to be paid for County services provided by contractors. The County Commission believes that public expenditures and facilities should serve the public purpose by creating jobs that allow citizens to support themselves and their families with dignity, expand the County's economic base, and promote economic security for all citizens.

### **Miami-Dade Living Wage Commission**

Attn: Richard V. Clarke  
Miami-Dade County  
Department of Business Development  
111 N.W. 1st Street, 19th Floor  
Miami, FL 33128

Phone: 305-375-3132  
Fax: 305-375-4751  
Email: [rvc1@miamidade.gov](mailto:rvc1@miamidade.gov)

### **Miami-Dade County Living Wage Commission**

## **LIVING WAGE INFORMATION GUIDE**

### ***Promoting economic security for all citizens.***

Carlos Alvarez  
Mayor

### **Board of County Commissioners**

Joe A. Martinez, Chairman  
Dennis C. Moss, Vice-Chairman  
Bruno A. Barreiro  
Jose "Pepe" Diaz  
Sally A. Heyman  
Dorrian D. Rolle  
Katy Sorenson  
Sen. Javier D. Souto  
Dr. Barbara Carey-Shuler  
Carlos A. Gimenez  
Barbara J. Jordan  
Natacha Seijas  
Rebeca Sosa

Harvey Ruvin  
*Clerk of Courts*

George M. Burgess  
*County Manager*

Robert A. Ginsburg  
*County Attorney*



[www.miamidade.gov](http://www.miamidade.gov)

## *Living Wage Ordinance Section 2-8.9 Miami-Dade County Code*

The Living Wage Ordinance was adopted by the Miami-Dade County Commission on May 11, 1999 and became effective November 8, 1999. The Ordinance applies to County and Public Health Trust service contracts with a value over \$100,000 or more for specified services, and service contractors which, pursuant to a permit, lease agreement or otherwise, provide specified aeronautical and other covered services defined in the Living Wage Ordinance at or for the benefit of any Miami-Dade County Aviation Department facility including Miami International Airport.

All employers covered by the Living Wage Ordinance are required to pay employees performing covered services a Living Wage rate, effective 10/1/05, of no less than \$9.81 per hour with qualifying health benefits, or \$11.23 per hour without health benefits. Such qualifying health benefits must involve payment by the employer of at least \$1.42 per hour towards the provision of health care benefits for employees and their dependents. The Living Wage is annually indexed to inflation as defined by the Consumer Price Index. Employees of the County and the Public Health Trust are also covered by the Ordinance.



## *What are the employer's responsibilities?*

### **TO THE EMPLOYEE:**

1. Pay the employee at least bi-weekly the applicable hourly Living Wage rate by check.
2. Post the Living Wage rates in a prominent place or print rates in employees' paychecks every six (6) months in English, Spanish and Creole.
3. Provide a copy of the Living Wage rate in a timely manner to any employee who requests it.
4. Permit interview of employees without interference.
5. No retaliation or discrimination against an employee who files a complaint is permitted.

### **TO THE COUNTY:**

1. Maintain certified payroll records for three (3) years.
2. File complete payroll and employment activity reports with the contracting department every six (6) months and allow inspection upon request.
3. Submit proof of provision of health benefits to qualify to pay the lower Living Wage rate during the initial eligibility period for new employees.
4. Submit list of all subcontractors and payroll records for their employees working on the contract performing covered services.
5. Ensure subcontractor's compliance with Living Wage Ordinance.

## *What are the employee's rights?*

### **COUNTY ADMINISTRATIVE REMEDY**

1. An employee who believes that the Living Wage Ordinance applies and whose employer is not complying with the Ordinance has a right to file a written complaint under Administrative Order 3-30.
2. The County will investigate the complaint and require back wages from the employer when applicable.
3. Review of complaint by Living Wage Commission.

### **PRIVATE RIGHT OF ACTION**

1. An employee may choose to file suit against the covered employer instead of following the County's administrative remedy (2 years statute of limitations apply).
2. Upon imposition by the court, wage restitution and damages up to \$500 for each week of violation of the Living Wage Ordinance.

## **Need to file a Complaint?**

Miami-Dade County  
Department of Business Development  
111 N.W. 1st Street, 19th Floor  
Phone: 305-375-3176  
Fax: 305-375-3160  
Email: dbdmail@miamidade.gov